



# राजपत्र, हिमाचल प्रदेश (असाधारण)

हिमाचल प्रदेश राज्य शासन द्वारा प्रकाशित

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शिमला, शुक्रवार, 22 दिसम्बर, 2006/1 पौष, 1928

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हिमाचल प्रदेश सरकार

MEDICAL EDUCATION DEPARTMENT

NOTIFICATION

Shimla-171002, 21st December, 2006

No. HFW-B(A)2-2/2001-loose.—The Governor of Himachal Pradesh, in exercise of the powers conferred by proviso to Article 309 of the Constitution of India and in consultation with the

Himachal Pradesh Public Service Commission, is pleased to make the Himachal Pradesh Medical Education (Dental) Services Rules, namely:—

### Part-I

### GENERAL

**1. Short title and commencement.**—(1) These rules may be called the Himachal Pradesh Medical Education (Dental) Services Rules, 2006.

2. These Rules shall come into force for the date of publication in the Rajpatra Himachal Pradesh .

**2. Definitions.**—In these rules, unless there is any thing repugnant in the subject or context.—

- (a) “Annexure” means an annexure attached to these rules;
- (b) “Appendix” means an appendix attached to the annexure of these rules;
- (c) “Appointed day” means the day on which these rules shall into force;
- (d) “Appointing Authority” means an authority competent to make appointment to the service.
- (e) “Commission” means the Himachal Pradesh Public Service Commission.
- (f) “Department” means the department of Medical Education and Research, Himachal Pradesh .
- (g) “Direct recruitment” means a recruitment made otherwise than by promotion from amongst the members of the service or by transfer of an officer already in service of the Government;
- (h) “Departmental Promotion Committee” means a committee appointed by the Government for the selection of candidates for appointment to posts and for promotion or confirmation in the service;
- (i) “Ex-servicemen” means the ex-servicemen as defined in clause —(b) of Rule 2 of the ex-servicemen (Reservation of vacancies in the Himachal Pradesh Technical service) Rules, 1985;
- (j) “Governor” means the Governor of Himachal Pradesh ;
- (k) “Government” means the Government of Himachal Pradesh ;
- (l) “Members” means a member of the Himachal Pradesh Medical Education Service;
- (m) “Post-graduate qualification” means qualification as specified in Appendix-C;
- (n) “Recognised Dental qualification” means any of the qualification included in the schedule of the Indian Dentistry Act, 1948(Act. No. XVI of 1948);
- (o) “Scheduled Caste” means the castes, races or tribes or parts of groups within castes races or tribes specified in the schedule to the Constitution (Schedule Castes Orders’ 1950) as amended by the Scheduled Castes and Scheduled Tribes Orders(Amendment Act, 1976, Act No. 108 of 1976) and as it may be amended time to time;
- (p) “Scheduled Tribes” means the tribes or tribal communities or part of groups within tribes or tribal communities as specified in scheduled to the Constitution

(Scheduled Tribes Orders, 1950) as amended by the scheduled castes and scheduled tribes orders(amendment) Act,1976 and as it may be amended from time to time;

(q) "Service" means the Himachal Pradesh Medical Education Service.

## Part-II

### RECRUITMENT TO SERVICE

**3. Character of posts.**—The character (i.e designation, grade etc.) of the various posts included in the service and their pay scale shall be as indicated in the Annexure-I to these Rules, subject to any addition, reduction that may be made by or under the orders of the Himachal Pradesh Government, from time to time.

**4. Appointment to the service.**—Appointments to the service shall be made by the Government.

**5. Conditions for Appointments.**—(1) Nationality—A candidate for appointment to any service or post must be a citizen of India.

2. Unless he is already in Government service the candidate must produce,—

- (i) A certificate of good moral character from the Principal, Academic Officer of his University, College, School or Head of his Educational or Technical Institution last attended;
- (ii) Certificate of good moral character from to responsible persons, not being his relatives who are well acquainted with him in private life and unconnected with his University/ College/Institution,
- (iii) A Medical Certificate as required under the service rules made applicable by the Government from time to time;
- (iv) No person who has more than one wife living or who has a spouse living , marriage in any case where such marriage is void by reason of its taking place during the life time of such spouse, shall be eligible for appointment to the service;
- (v) In the case of a married woman a declaration to the effect that she has not married a person having already a living wife;
- (vi) No woman whose marriage is void by reason of the husband having a living wife at the time of such marriage or who has married a person who has a living wife of such marriage shall be eligible for appointment to service:

Provided that the Himachal Pradesh Government may, if satisfied , that there are special grounds doing so , exempt any such person in whose case second married is permissible in law from the operation of rules of clauses (iv) and (v) supra.

2. Age for direct Recruitment shall be 45 years and below:

Provided that upper age limit for direct recruits will not be applicable to the candidates already in-service of the Govt. including those who have been appointed on *adhoc* or contract basis.

Provided further that upper age limit is relaxable for Schedule Caste/ Schedule Tribe/ Other categories of persons to the extent permissible under the general of special order (s) of the Himachal Government:

Provided further that the employees of all the Public Sector Corporation and Autonomous Bodies who happened to be Government Servants before absorption in Public Sector Corporations /Autonomous Bodies at the time of initial constitutions of such Corporation/Autonomous Bodies shall be allowed age concession in direct recruitment is admissible to Government servants. This concession will not , however be admissible to such staff of the Public Sector /Corporation/ Autonomous Bodies and who are finally observed in the service of such Corporation/Public Sector Corporations/Autonomous Bodies.

- (1) Age limit for direct recruitment will be reckoned on the first day of the year in which the post(s) is/are advertised for inviting applications.

**Explanation.**—(1) In all cases of promotion, the continuous *adhoc* service rendered in the feeder post, if any, prior to regular appointment to the post shall be taken into account towards the length of service as prescribed in these rules for promotion subject to the condition that the *adhoc* appointment/ promotion in the feeder category had been made after following proper acceptable process of selection in accordance with the provisions of R& P Rules; provided that:—

In all cases where a junior person becomes eligible for consideration by virtue of his/her total length of service (including the service rendered on *adhoc* basis, followed by regular service / appointment) in the feeder post in view of the provision referred to above, all persons senior to him/her in the respective category/ post /cadre shall be deemed to be eligible for consideration and placed above in junior persons the field of consideration;

**Explanation.**—The last proviso shall not render the junior incumbent(s) ineligible for consideration for promotion if the senior ineligible person(s) happened to be Ex-Service men recruited under the provisions of Rule-3 of the Demobilized Armed Forces Personnel (Reservation of vacancies in Himachal State Non Technical Services) Rules, 1972 and having been given the benefit of seniority there under or recruited under the provision of Rule-3 of the Ex-Serviceman (Reservation of vacancies in the Himachal Pradesh Technical Services) Rules, 1985 and having been given the benefit of seniority there-under.

- (2) Similarly, in all cases of confirmation, *adhoc* service rendered on the feeder post, if any, prior to the regular appointment/promotion against such post shall be taken into account towards the length of service, if the *adhoc* appointment / promotion had been made after proper selection and in accordance with the provision of the R&P Rules.

Provided that inter-se-seniority as a result of confirmation after taking into account, *adhoc* service rendered as referred to above shall remain unchanged.

**6. Educational & Professional Qualifications of candidates.**—Educational and Professional qualifications of candidates for appointment to the various posts in the service shall be as specified in Annexure-I to these rules.



**7. Method of Recruitment.**—The method of recruitment for appointment to the various posts in the service shall be as specified in Annexure-I in these rules.

**8. Special provision of reservations of posts for Scheduled Castes/Tribes, released Indian Armed Forces Personnel and Backward Classes.**—The appointment to the service shall be subject to orders regarding reservation in the service for Scheduled Castes/ Scheduled Tribes/ Backward Classes/ Other categories of persons issued by the H.P. Government from time to time.

**9. Appointment by Promotion.**—Appointment to the service under rule-7 shall be made by the appointing authority on the recommendations of the departmental promotion committee constituted by the Government from time to time or on the recommendations of the H.P. Public service commission as the case may be.

**10. Time Bound Promotion Scheme.**—The Government may make scheme for granting time bound promotion to the members of the service or such other scheme, as it thinks fit, provided that schemes should be consistent to these rules.

### PART- III

#### CONDITIONS OF SERVICE

**11. Probation of persons appointed to the service.**—(1) Persons appointed to a post in the service shall remain on probation for a period of two years subject to such further extension for a period not exceeding one year as may be ordered by the competent authority in special circumstances and reasons to be recorded in writing:

Provided that any period after such appointment, spent on deputation on a corresponding or a higher post shall count towards, the period of probation.

2. If, in the opinion of the appointing authority, the work or conduct of a person during the period of probation is not found satisfactory, it may, if such person is recruited by direct recruitment, dispense with his services and in case if such person is a promotee, revert him to the post from which he was promoted.

**12. Seniority of members of Service.**—The seniority interest of the members of service shall be determined separately for each category of members in each department of service as shown in Appendix-A to these rules on the basis of their continuous appointment in that category; Provided that the inter-se-seniority of Professors belonging to different departments shall be determined on the basis of their continuous service as Professor. Provided further that the seniority of the members of the service prevailing immediately before the commencement of these rules shall not be disturbed.

**13. Pay Scale.**—Member of the service shall be entitled to the pay scale as given in Annexure-I to these rules subject to their revision by the Government from time to time.

**14. Private practice.**—Person appointed to the service shall not be allowed to do private practice of any kind, what so ever including consultation and laboratory practice. They shall,

however, be entitled to non-practicing allowance as such rates as may be fixed by the State Government from time to time.

**15. Departmental Examination.**—Every member of the service shall pass a Departmental Examination as prescribed in the H.P. Departmental Examination Rules, 1997, as amended from time to time.

**16. Liability to serve in Defence Service.**—Any person appointed to the service shall, if so required, be liable to serve in any Defence Service or post connected with the defence of India, for a period of not less than four years including the period spent on training, if any:

Provided that such person—

- (i) shall not be required to serve as aforesaid after expiry of ten years from the date of his appointment.
- (ii) shall not be ordinarily be required to serve as aforesaid after attaining the age of 45 years.

**17. Liability to serve.**—A member of the service shall be liable to serve in the Medical College(s)/Dental College(s) of Himachal Pradesh established by Law, whenever and wherever he/she is posted by the appointing authority.

**18. Eligibility for Super-specialisation.**—No faculty member shall be allowed to go for super specialisation in a particular discipline unless he has executed a bond for amount that may be fixed by the State Government from time to time to serve the State for five years after super specialisation.

**19. Leave, Pension and other conditions of service.**—In respect of leave, pension and other (cognate) matters not specifically mentioned in these rules, the members of the service shall be governed by the leave and pension rules contained in relevant rules framed / adopted by the Government from time to time. In respect of other conditions of service other than those covered by these rules, members of the service shall be governed by the rules, orders and instructions as may be issued by the Government from time to time.

**20. Addition to qualifying service in special circumstances.**—The benefit of addition to qualifying service in special circumstances shall be available to the each member (service) subject to provisions as laid down in Rule-30 of the Central Civil Service (Pension) Rules, 1972.

**21. Removal of difficulties.**—If any difficulties arises in giving effect to the provisions of these rules, the Government may in consultation with the Commission issue such direction not inconsistent with the provisions of these rules, as appear to it be necessary and expedient, for removal of the difficulties.

**22. Interpretation.**—If any question arises relating to the interpretation of these rules, it shall be referred to the Government (in the department of Medical Education, Himachal Pradesh) whose decision shall be final.

**23 Power to relax.**—Where the State Govt. is of the opinion that it is necessary or expedient to do so, it may, by order for reasons to be recorded in writing and in consultation with the H.P. Public Service Commission, relax any of the provisions or these rules with respect to any Class or category or person or posts.

**24. Repeal and Savings.**—(i) The Himachal Pradesh Medical Education Services Rules, 1999 as notified vide this Government notification No. Health-A(A)3-6/98 dated 2.12.99 are hereby partially repealed to the extent. These are applicable to the Himachal Pradesh Medical Education (Dental) Services Rules, 2006.

(ii) Notwithstanding such partial repeal, any appointment made or anything done or any action taken under the rules so partially repealed under sub-clause (i) supra shall be deemed to have been validly made, done or taken under these rules.

By order,

Sd/-

HARINDER HIRA,

*Principal Secretary (Health).*

# ANNEXURE -1

(See Rule-3)

## RECRUITMENT AND PROMOTION RULES FOR THE HIMACHAL PRADESH MEDICAL EDUCATION (DENTAL) SERVICE

I.	1.	Name of Post	..	Lecturer
	2.	No. of Posts	...	16
	3.	Classification	...	Class-1 Gazetted (Technical)
	4.	Pay Scale	...	Rs. 7880—13500
	5.	Whether selection or non-selection post.	...	Selection
	6.	Age for direct recruits	...	45 years & below
	7.	Minimum Educational and other qualifications required for direct recruits.	...	As given in Appendix-B of this Annexure
	8.	Whether age & educational qualification prescribed for direct recruits will apply in the case of promotion.	...	Age: NA E.Q: Yes.
	9.	Method of recruitment	...	(i) 50% by appointment (by selection) failing which by direct recruitment or on contract basis in the manner specified in column No. 11-A.

(ii) 50% by direct recruitment or on contract basis in the manner specified in column No. 11-A.

10.	In case of Recruitment by ... promotion/deputation/ transfer, grade from which promotion/ deputation/transfer is to be made	By appointment (by selection) from amongst the members of the Himachal Pradesh Civil Medical Service (Dental) having the essential qualifications as prescribed against column No. 8 and also possessing three years regular or regular combined with continuous <i>ad hoc</i> service, if any, in the grade.
11.	if D P C exists what is Its ... composition.	As may be constituted by the Govt. from time to time.
12.	Circumstances under which ... HPPSC is to be consulted in making recruitment.	As required under the Law
II.		
1.	Name of Post	Assistant Professor
2.	No. of Posts	9
3.	Classification	Class-1 Gazetted (Technical)
4.	Pay Scale	Rs. 16350—20100
5.	Whether selection or non- selection post.	Selection
6.	Age for direct recruits	45 years & below
7.	Minimum Educational and other qualifications required for direct recruits.	As given in Appendix-B of this Annexure
8.	Whether age & educational qualification prescribed for direct recruits will apply in the case of promotion.	Age: NA E.Q: Yes.
9.	Method of recruitment	(i) 50% by promotion failing which by direct recruitment or on contract basis in the manner specified in column No.11-A.  (ii) 50% by direct recruitment or on contract basis in the manner specified in column No. 11-A.
10.	In case of Recruitment by ... promotion/deputation/ transfer, grade from which promotion/ deputation/transfer, is to be made	By promotion from amongst the Lecturers (Dental) having the essential qualifications as prescribed against column No.8 and also possessing three years regular or regular combined with continuous <i>ad hoc</i> service as Lecturer (Dentistry).
11.	if D P C exists what is Its ... composition.	As may be constituted by the Govt. from time to time.
12.	Circumstances under which ... HPPSC is to be consulted in making recruitment.	As required under the Law

III.	1. Name of Post ..	Professor
	2. No. of Posts ...	9
	3. Classification ...	Class-1 Gazetted (Technical)
	4. Pay Scale ...	Rs. 18600—22100
	5. Whether selection or non-selection post. ...	Selection
	6. Age for direct recruits ...	45 years & below
	7. Minimum Educational and other qualifications required for direct recruits. ...	As given in Appendix-B of this Annexure
	8. Whether age & educational qualification prescribed for direct recruits will apply in the case of promotion. ...	Age: NA E.Q: Yes.
	9. Method of recruitment ...	100% by promotion failing which by direct recruitment or on contract basis in the manner specified in Column No. 11-A.
	10. In case of Recruitment by promotion/deputation/ transfer, grade from which promotion/ deputation/transfer, is to be made ...	By promotion from amongst the Assistant Professor (Dentistry) having the essential qualifications as prescribed against column No. 8 and also possessing five years regular or regular combined with continuous <i>ad hoc</i> service, if any in the grade in the concerned speciality.
	11. if D P C exists what is its composition. ...	As may be constituted by the Govt. from time to time.
	12. Circumstances under which HPPSC is to be consulted in making recruitment. ...	As required under the Law
IV.	1. Name of Post ..	Principal
	2. No. of Posts ...	1
	3. Classification ...	Class-1 Gazetted (Technical)
	4. Pay Scale ...	Rs. 18600—22100+1000 Special Allowance
	5. Whether selection or non-selection post. ...	Selection
	6. Age for direct recruits ...	N. A.
	7. Minimum Educational and other qualifications required for direct recruits. ...	N.A.
	8. Whether age & educational qualification prescribed for direct recruits will apply in the case of promotion. ...	Age: NA E.Q: N.A.

- |       |   |   |
|-------|---|---|
| 9.    | Method of recruitment ...   | 100% by promotion ..  |
| 10.   | In case of Recruitment by promotion/deputation/ transfer, grade from which promotion/deputation/transfer, is to be made | By promotion from amongst the Professors who possess at least ten years regular service or regular combined with continuous continuous <i>adhoc</i> service if any, as Professor and Assistant Professor combined in the concerned speciality.  |
|       |   | <p>Provided that the incumbents shall be required to rendered minimum five years' essential Service as Professor in the concerned speciality.</p> <p>Provided that the eligible officers must have passed the departmental examination as prescribed in the H.P. Departmental Examination Rules, 1997, as amended from time to time. For the purpose of promotion a combined seniority list of eligible Professors belonging to different departments shall be prepared on basis of their dates of regular appointment as Professor in the service.</p>   |
| 11.   | if D P C exists what is Its composition.  | As may be constituted by the Govt. from time to time.   |
| 12.   | Circumstances under which HPPSC is to be consulted in making recruitment.   | As required under the Law   |
| 11-A. | Selection for appointment to the post by contract appointment.  | <p>(i) Concept:</p> <p>(a) The Lecturer/Assistant Professor/Professor (Dentistry) in the H.P. Govt. Dental College will be engaged on contract basis for a period of one year and extendable on year to year basis.</p> <p>(b) The candidate will be selected by advertising the vacant post by the Director Medical Education in leading news papers after approval of the Government.</p> <p>(c) The selection will be made in accordance with the eligibility conditions prescribed in these Rules/ DCI Regulation/Guidelines.</p> <p>(d) The candidates so selected under these Rules will not have any right to claim for regularization or permanent absorption in the Government job.</p> <p>(ii) Honorarium: The candidates appointed on contract basis will be paid Rs. 25000/-, Rs. 29000/- and 33,500/- fixed amount per month respectively.</p> |

The above contractual salary can be increased/decreased by the Government from time to time.

**(iii) Selection Process and Appointing/ Disciplinary Authority:**

The Director Medical Education department H.P. , after obtaining the approval /permission of the Government will advertised the vacant posts for appointment on contract basis in the leading news papers and invite the applications of the eligible candidates having qualifications and other eligibility conditions as prescribed in these Rules/ Guidelines prescribed for this category. After conducting the interview , the Director Medical Education will furnish all the records alongwith recommendations to the Government for issuing appointment orders (Notification) at Government level . The Secretary (Health) will be the appointing and disciplinary authority.

**(iv) Committee for Selection of contractual candidates:**

The selection will be made by the Government after the approval/recommendations of selection committee constituted as under :—

“ As may be constituted by the competent authority from time to time.”

**Note-1.**—Preference will be given to the candidates who have worked in the same post / category on contract/ adhoc basis earlier.

**Note-2.**—The selection will be made on the basis of *viva-voce*.

**(v) Agreement:** After selection of a candidate , he/she shall sign an agreement as per Appendix-‘D’ appended to these Rules.

**(vi) Terms and Conditions:**

(a) The service of the candidates on contract will be purely on temporary basis. The appointment is liable to be terminated in case the performance/ conduct of the contract appointee is not found satisfactory.

(b) The candidates appointed on contract basis will be paid the salary as mentioned in (ii) Honorarium column above or fixed by the Government from time to time.

- (c) The contractual candidates will be allowed the facility of vacation leave as admissible in vacation department in Govt. Dental College. He/she shall not be entitled for Medical Reimbursement and LTC etc. Only to Maternity leave will be given as per the provisions of the Maternity Benefit Act, 1961. One day Casual Leave will be admissible after putting one month service. This leave can be accumulated upto one year. No leave of any other kind is admissible.
- (d) Selected candidate will have to submit a certificate of his/her fitness from a Government Hospital. The women candidates pregnant beyond twelve weeks will be rendered temporarily unfit till the confinement is over. The women candidate should be re-examined for fitness from an authorized Medical Officer.
- (e) Transfer of contractual candidates appointed on contract basis will not be ordinarily permitted from one college to another college.
- (f) The contract appointee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular Lecturer/Assistant Professor/Professor (Dentistry).
- (g) Unauthorized absence from the duties without the approval of the controlling officer shall automatically lead to the termination of the contract. Contract appointee shall not be entitled for salary for the period of absence from duty.

**(vii) Right to claim regular appointment:—**

The candidate engaged on contract basis under these rules shall have no right to claim for regularization/permanent absorption in the department at any stage.



**APPENDIX - A**

**LIST SHOWING SANCTIONED STRENGTH OF VARIOUS TEACHING POSTS IN THE H.P. GOVT. DENTAL COLLEGE**

Sl. No.	Name of faculty	Sanctioned strength.
1.	Principal	1
2.	Professors	9
3.	Assistant Professors	9
4.	Lecturers	16

**APPENDIX - B**

Sl. No.	Name of the post	Minimum Educational & other qualifications Required for direct recruits.
1.	2.	3.

1. Lecturer

**(a) Essential Qualification:**

A recognized BDS degree from the Indian University constituted under the Statue or an equivalent qualification and having recognized post graduation degree or its equivalent in the concerned speciality and possess at least six months experience as a House Surgeon in a Dental College recognized by the Dental Council of India in the concerned speciality after doing post graduation in the concerned speciality.

**( b) Desirable:**

Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.

2. Assistant Professor :

**(a) Essential Qualification:**

A recognized BDS Degree from the Indian University constituted under the Statue or an equivalent qualification and having recognized post-graduation degree or its equivalent in the concerned specialty and possess at least three years teaching experience as Lecturer (Dentistry) in a Dental College recognised by the Dental Council of India in the concerned specialty after doing post graduation in the concerned speciality.

**(b) Desirable:**

Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.

3. Professor:

(a) **Essential Qualification:**

A recognized BDS Degree from the Indian University constituted under the Statute or an equivalent qualification and having recognized post graduation degree or its equivalent in the concerned speciality and possess at least five years teaching experience as Reader/ Assistant Professor (Dentistry) in a Dental College recognised by the Dental Council of India in the concerned speciality after doing post graduation in the concerned speciality.

**Note.**—However, for the purpose of teaching Oral Anatomy and Histology, Dental Materials and Community Dentistry a candidate with BDS or equivalent qualification with ten years teaching experience in that subject may be considered for the post of Reader/ Assistant Professor (Dentistry) till such time post graduate training facilities in this subject is available in our Country. However, such a candidate without post graduate qualification can not be considered for the post of Professor.

(b) **Desirable:**

Knowledge of customs, manners and dialects of Himachal Pradesh and suitability for appointment in the peculiar conditions prevailing in the Pradesh.

4. Principal:

**APPENDIX -C**

**LIST OF RECOGNIZED POST GRADUATE DENTAL QUALIFICATIONS GRANTED BY THE  
AUTHORIZED INSTITUTION IN INDIA.**

Sl. No.	Name of Speciality	Recognised Post-graduate Dental Qualifications.
1	2.	3.
1.	Prosthetics including Dental Materials	Master of Dental Surgery in the concerned speciality.
2.	Periodontics	...do...
3.	Oral & Maxillo-facial Surgery	...do...
4.	Orthodontics	...do...
5.	Oral Medicine & Radiology	...do...
6.	Operative Dentistry	...do...
7.	Oral & Dental Pathology including Dental Anatomy.	...do...
8.	Community Dentistry	...do..
9.	Paedodontics	....do..

## APPENDIX- "D"

## FORM OF CONTRACT/ AGREEMENT TO BE EXECUTED BETWEEN THE LECTURER/ASSISTANT PROFESSOR/ PROFESSOR AND GOVT. OF HIMACHAL PRADESH THROUGH PRINCIPAL OF CONCERNED H.P. GOVT. DENTAL COLLEGE.

This agreement is made on this ..... day of ..... in the year ..... between Sh/Smt..... S/o/D/o....., contract appointee (Herein after called the First Party), AND The Governor, Himachal Pradesh through Principal of the concerned H.P. Govt. Dental College (here in after the SECOND PARTY).

Whereas, the SECOND PARTY has engaged the offer said FIRST PARTY and the FIRST PARTY has agreed to serve as a Lecturer/Assistant Professor/ Professor on contract basis on the following terms and conditions:—

1. That the FIRST PARTY shall remain in the service of the SECOND PARTY as a Lecturer/Assistant Professor/ Professor for a period of one year commencing on day of ..... and ending on the day of ..... It is specifically mentioned and agreed upon by both the parties that the contract of the FIRST PARTY with SECOND PARTY shall ipso-facto stand terminated on the last working day i.e. on ..... And information notice shall not be necessary.
2. The contract salary of the FIRST PARTY will be Rs.25000/-, Rs. 29,000/- and Rs. 33,500/-per month.respectively.
3. The service of FIRST PARTY will be purely on temporary basis .The appointment is liable to terminated in case the performance/conduct of the contract appointee is not found satisfactory by SECOND PARTY.
4. The contractual appointment shall not confer any right to FIRST PARTY for the regular service at any stage.
5. Contractual Lecturer/Assistant Professor/ Professor will be allowed the facility of leave as admissible in vacation department in Govt. Dental College. He/she shall not be entitled for Medical Reimbursement and LTC etc. Only to Maternity leave will be given as per the provisions of the Maternity Benefit Act,1961.
6. Unauthorised absence from the duty without the approval of controlling officer shall automatically lead to the termination of the contract. A contractual Lecturer/Assistant Professor/Professor will not be entitled for salary for the period of absence from duty.
7. Selected candidate will have to submit a certificate of his/her fitness from a Government Hospital. The women candidates pregnant beyond twelve weeks will rendered temporarily unfit till the confinement is over. The women candidate should be re-examined for fitness from an authorized Medical Officer.
8. Transfer of Contractual candidates appointed on contract basis will not ordinarily be permitted from one college to another college.
9. The contract appointee will be entitled to TA/DA if required to go on tour in connection with his/her official duties at the same rate as applicable to regular Lecturer/ Assistant Professor/ Professor.
10. The employees group Insurance scheme as well as EPF/GPF will not be applicable to the contractual appointee.

**IN WITNESS THE FIRST PARTY AND SECOND PARTY have herein to set their hands the day, month and year first, above written.**

(Name & Full address)

(Signature of the FIRST PARTY)

.....

IN THE PRESENCE OF WITNESS:

(Name & Full address)

(Signature of the SECOND PARTY)

.....

IN THE PRESENCE OF WITNESS: